

A young man in a black graduation gown and cap is jumping joyfully in the air with his arms outstretched. He is wearing a blue and gold sash that reads "S OF 201". The background is a large, multi-story stone building with a brick tower in the distance under a clear blue sky.

KIPP®Public Schools

NORTHERN CALIFORNIA

2020 IMPACT REPORT

We are a thriving network of 16 free, public elementary, middle and high schools open to all students. Explore what makes us special.

A Message From Our CEO

Hello! I'm Beth Thompson, CEO of KIPP Public Schools Northern California.

During this challenging year, I'm so proud of the way our community has come together, leaned on each other, and lifted each other up. Our students and families have creatively met the challenge of at-home schooling, and thanks to their partnership and our amazing team of educators, we've seen real success in virtual learning.

While we can't wait to welcome all of our students back to campus, KIPP schools have proven that a vibrant school community can be sustained—and even created—in these unprecedented times. Indeed, we opened our 16th school, KIPP Esperanza high school, in East Palo Alto this summer.

At the same time, the pandemic has exacerbated and held up a magnifying glass to the racial inequities our country continues to perpetuate. As a public school system, we know that we have a precious obligation to be a part of the solution. We know that we can create positive change by providing our students with a rigorous, inclusive, holistic education where their identities are affirmed, their cultures celebrated, and the strengths of their communities are uplifted.

At KIPP, we know that the deep seated challenges we are facing call for even deeper commitments. So, we're doubling down on ours. And we need you to do the same. Now is the time to reinvest in our students and alumni—the leaders, the problem solvers, the change makers of our future.

Today is the opportunity for you to join us in being the change. Your increased support and commitment will ensure that we continue to leverage the momentum we've built since 2002—and help us to ensure that by 2025, over 10,000 students have access to a high quality KIPP education that allows them to thrive, be empowered and reach their potential. Thank you for being on this journey with us!

Our students, families and staff are persevering and charting new paths that would not be possible without your championing and support. In those early months of the pandemic, we made sure every single one of our students was accounted for, given computers and technology access to learn, supported with social-emotional resources and mental health counseling, and that those families and alumni who needed financial assistance to meet acute needs were supported through our COVID-19 response fund.

We also know that becoming anti-racist requires the commitment, learning, and most importantly—action—from all of us. It is an integral part of our work, both now and in the years ahead, which is why we've centered anti-racism and our commitment to equity as the cornerstone of our 2025 Strategic Plan.

In March, when our campuses abruptly closed, our incredible teachers found a way to continue to do what we do best: operate joyful, academically excellent schools where our students' brilliance and potential is nurtured, and where everyone can thrive.



Beth Thompson

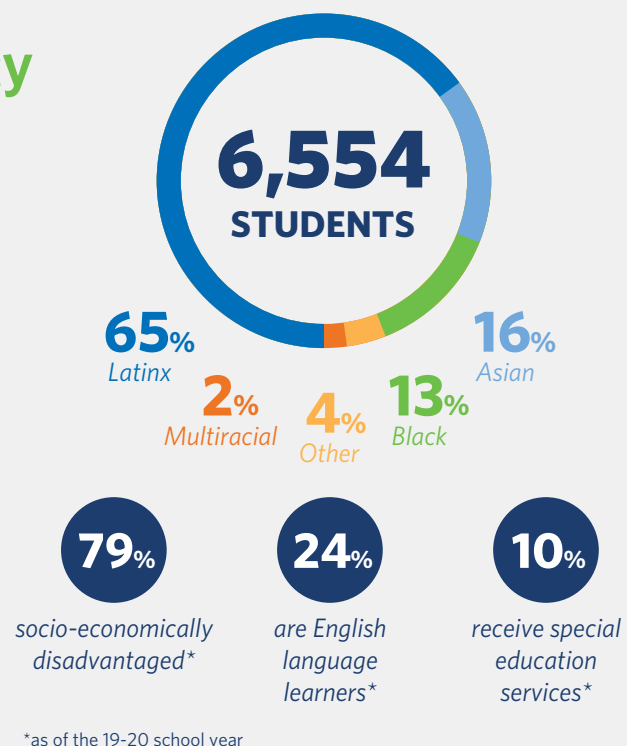
CHIEF EXECUTIVE OFFICER

At KIPP, we're doubling down on our commitment to create joyful, academically excellent schools where all students belong and thrive. This year, that promise is even more important, and today is the opportunity for you to join us and help be the change.

Our Student Community

Together with students and families, we create joyful, academically excellent schools that prepare students with the skills and confidence to pursue the paths they choose—college, career, and beyond—so they can lead fulfilling lives and create a more just world.

Our schools educate over 6,500 students. Our students and their families live in neighborhoods across Northern California and speak over 25 languages at home. We are proud that our school communities reflect the rich histories and diversity of our region.



Being the Change

There isn't one secret ingredient at KIPP. We're creating change through a combination of key differences, all centered around our goal of students and alumni thriving in the lives they choose.



Anti-Racism in Action

At KIPP, we know the transformative power of education to combat systemic racism and oppression. We know deep seated challenges require even deeper commitments. It's not enough to be "not racist;" we must commit to being anti-racist. Anti-racism requires commitment, learning, and most importantly—action. It requires the explicit naming and intentional interruption of racial inequities in order to create equity in educational access and outcomes.

We're seeing our efforts to provide an actively anti-racist education and build a real sense of belonging pay off. Families are staying with KIPP year after year at high and increasing rates, and students are attending school at higher rates, which indicates a sense of belonging and excitement to learn and connect with peers and teachers.

94%

More students are staying with us every year. This year 94% of students returned to KIPP.

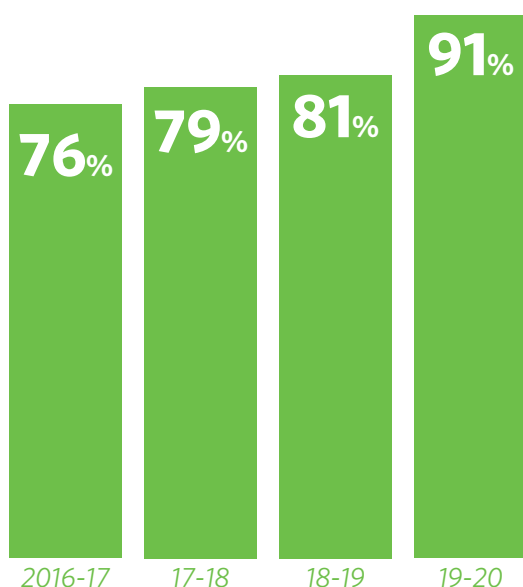


Average daily attendance is up to 96%

Black Students Thriving Initiative

Our commitment to anti-racism gave rise to our *Black Students Thriving Initiative*. We are investing deeply to ensure our schools are building inclusive cultures, our teachers are trained in healing-centered practices, and our students have access to the mental health supports they need in school, in order to ensure all of our students, particularly our Black students, thrive.

Our Black Students Are Staying With Us



Our Black students are staying with us at higher rates. This year alone there was a 10% increase in the number of Black students who returned to KIPP.

Academic Bright Spots

We have seen gains among our Black students in elementary, middle, and high school.



In West Oakland, we saw a 29 point increase in the percentage of Black elementary students reading at grade level



Black middle school students at KIPP Bridge outperformed their KIPP peers on proficiency towards grade level standards



We've observed a six percentage point increase in AP participation and an 18 point increase in passing rates by our Black students



Engaged Communities

We partner with families and local organizations in our communities to support healthy development for children. We join other educational and community-based groups in combating the widespread effects of systemic racism and advocating for issues that matter to our families. Some of our partners include YMCA, Bayview-Hunters Point Clinic, The Edible Schoolyard Project, Nuestra Casa, Hispanic Foundation of Silicon Valley, and the Boys & Girls Club.



"It's not just about my kids. I want everyone in our community to be able to have the amazing experience we're having. I want everyone in our community to feel safe, respected, loved, and heard. Parents, teachers, and students are working together to build something that empowers everyone."

ALINA ARROYO
KIPP Parent



The Edible Schoolyard Project

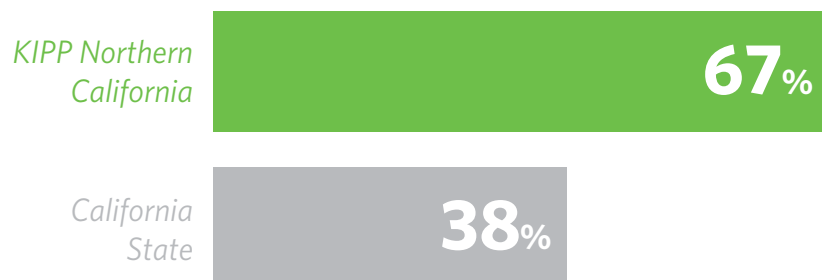
This fall, KIPP Valiant moved to a new school location in the Woodland Park neighborhood of East Palo Alto and we opened a high school for KIPP Valiant and KIPP Excelencia graduates, KIPP Esperanza, in East Palo Alto. In an effort to support the KIPP and broader East Palo Alto community during shelter-in-place, we partnered with The Edible Schoolyard Project, founded by Bay Area restaurateur Alice Waters, to provide quality, fresh CSA-style food boxes to families in Woodland Park throughout the summer. Boxes were available to families on a weekly basis, granting greater access to fresh food, all while investing in small-to-midsize organic local farmers. Over the course of the summer, we distributed thousands of boxes to hundreds of families.



Great Teachers

At the heart of KIPP is a talented group of teachers who believe in KIPP's mission and are committed to helping all students reach their full potential. Research shows that students learn better when they feel represented by their teachers. Our teachers are racially diverse and use teaching approaches that affirm the identities and background of all of our students. All KIPP schools use research-based, restorative justice practices proven to be effective at addressing challenging situations.

KIPP Teachers Who Identify As People of Color vs. Public School Teachers Statewide





“As a Black school leader, my dream is that my students, who are over 90% African American and Latinx, will know that there is beauty, excellence, and world-changing potential in being Black and Brown.”

AUNDREY PAGE

KIPP SF College Prep School Leader

We’ve always equipped teachers with opportunities for professional growth through individual coaching and specialized professional development. KIPP offers weekly one-on-one coaching for teachers at all schools, in addition to specialized training days throughout the year and for new-to-KIPP teachers in the summer. **Teachers in our region overwhelmingly report *my school is committed to improving my instructional practice.***

In this moment, even the most seasoned educators are learning what it means to provide rigorous instruction virtually. In March, we quickly assembled a team to support our teachers with real time data, best virtual teaching practices, and tech help. Our team met the move to virtual instruction with flexibility, dedication, and resilience to face an ever-evolving set of challenges. They’ve stepped up with innovative, student-centered solutions, and worked together to ensure that our students have access to learning, community, and support.

90%

Nearly 90% of all teachers reported that there was a clear vision for implementing effective distance learning at their school.



Joyful, Excellent Schools

We believe in the potential of every student to learn and grow, and we foster a culture of academic excellence and intellectual curiosity to meet the learning needs of every student. We personalize instruction based on students' interests, skills, and needs, ensuring every student receives the right level of support. Our students have a sustained track-record of success on state tests in math, English, reading, and social studies, continually outperforming state averages.

100%

Our graduates' A-G completion rate is 100%, making them UC and CSU eligible

98%

98% of KIPP high school students graduate



Our commitment to academic excellence did not waver when we were forced to close campuses this spring. We know that our students' learning and engagement with their peers and teachers is more important than ever. During this prolonged period of distance learning, students are engaged in 2-3 hours of daily synchronous instruction and twice weekly one-on-one check ins with their teachers.

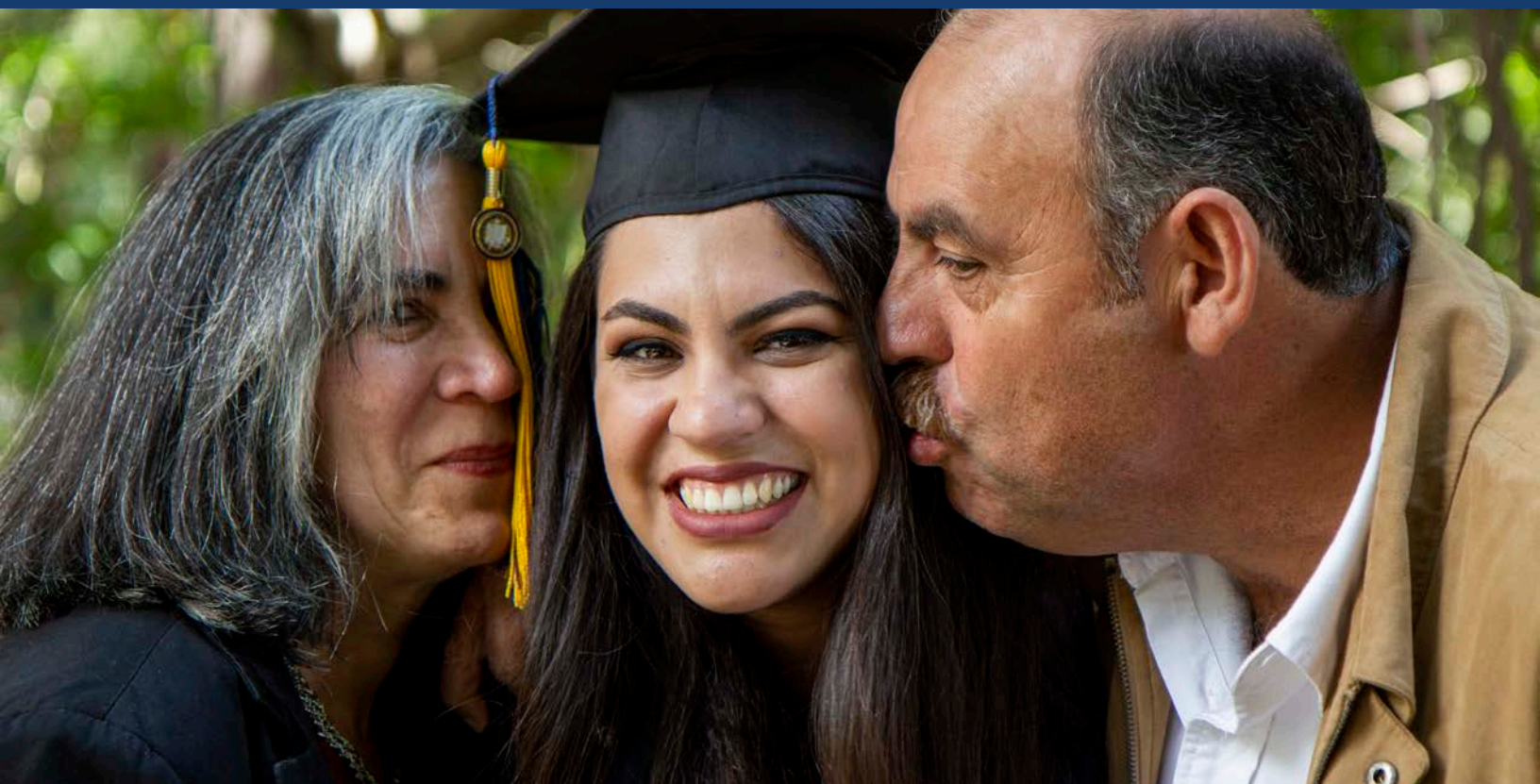
Technology distributed for learning at home



6,500 Chromebooks



1,200 Wi-Fi Hotspots



Empowered Alumni

We work with students to identify their passion, purpose, and plan to support them in leading fulfilling lives and creating a more just world. Our vision is for all students to have the access, skills, and resources necessary to thrive. Our KIPP Through College team provides structured support focused on college readiness, persistence, completion, and career success. KIPP students receive financial literacy, college and career programming, and access to internship and mentorship programs. After high school, KIPP advisors help alumni navigate the academic, social, and financial challenges they might encounter while in college or pursuing a career.

College Matriculation Rate

KIPP Northern
California

94%

California
State

67%

Our Alumni Community



KIPP high school alumni graduate college at 3x the rate of their peers



Over 4,000 KIPPsters in our alumni community



“There can be a lot of pressure to pursue a career that requires a four-year degree right out of high school, but I’m really grateful for KIPP Through College and the support they gave as I found my own path. As I embraced my dream career of becoming a firefighter, I was also working on getting my BA in sociology, and one day I plan to also get my masters.”

KEVIN GONZALEZ

KIPP King & Cal State East Bay Alum



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We are pleased to honor our campaign and annual supporters who have been instrumental in driving our growth and increasing our impact since 2011.

Thank you to our supporters!

KIPP Northern California is pleased to honor our multi-year campaign supporters who have been instrumental in driving our growth since 2011, as well as those donors who give annually to help increase our impact in all of our communities. Thank you!

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